

Walla Walla Community College
Walla Walla, Washington

PACE Executive Summary
PACE Climate Survey for Community Colleges

Lead Researchers
Emily R. VanZoest & Daniel R. West

Conducted
March & April 2022

Research Team

Audrey J. Jaeger, Ph.D.

Executive Director

Kaitlin S. Newhouse, Ph.D.

Senior Research Associate

Greyson A. B. Norcross

Research Associate

Daniel R. West

Research Associate

Emily R. VanZoest

Research Associate

Additional Report Editors

Kara Reddish

Research Assistant

Phone

(919)515-8567

Web

pace.ncsu.edu

North Carolina State University

Belk Center for Community College

Leadership and Research

706 Hillsborough Street

Raleigh, NC 27603

Fax

(919)515-6305

Email

pace_survey@ncsu.edu

Suggested Citation: Belk Center for Community College Leadership and Research, North Carolina State University. PACE Climate Survey for Community Colleges Executive Summary, by VanZoest, E. R., & West, D. R. Raleigh, NC: 2022.

EXECUTIVE SUMMARY

During March and April 2022, the PACE Climate Survey for Community Colleges (PACE) was administered to employees at Walla Walla Community College (WWCC) via an open link. There were 181 WWCC employees who completed and returned the instrument for analysis.

Respondents were also given the opportunity to complete a qualitative section asking what they find most favorable and least favorable about their institution. Of the 181 WWCC employees who completed the PACE survey, 117 (64.6%) provided written comments.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. They also completed a custom section specifically for WWCC, an Institutional Structure Question Set, and a qualitative section. Respondents were asked to rate the items about the four climate factors on a five-point Likert-type scale ranging from a low of “1” to a high of “5.” The PACE instrument administered at WWCC included 92 total items and four qualitative questions.

At WWCC, the PACE results yielded an overall 3.547 mean score. When disaggregated by the personnel classification demographic category of the PACE instrument, Administrators rated the campus climate the highest with a mean score of 3.595, followed by Faculty (3.567) and Staff (3.424). The greatest number of favorable comments fell within the Student Focus climate factor and the greatest number of unfavorable comments fell within the Institutional Structure climate factor.

Of the 46 standard PACE questions, WWCC’s top 10 mean scores have been identified as potential points of pride at WWCC. Four pertain to the Teamwork climate factor, four pertain to the Student Focus climate factor, and two pertain to the Supervisory Relationships climate factor.

- The extent to which I feel my job is relevant to this institution’s mission, 4.380 (#8)
- The extent to which my supervisor/chair expresses confidence in my work, 4.168 (#2)
- The extent to which my supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.085 (#9)
- The extent to which classified personnel meet the needs of students, 3.994 (#28)
- The extent to which there is a spirit of cooperation within my work team, 3.966 (#3)
- The extent to which this institution prepares students for a career, 3.958 (#35)
- The extent to which my primary work team uses problem-solving techniques, 3.929 (#14)
- The extent to which a spirit of cooperation exists in my department, 3.927 (#43)
- The extent to which student diversity is important at this institution, 3.924 (#18)
- The extent to which my work team provides an environment for free and open expression of ideas, opinions and beliefs, 3.917 (#33)

Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at WWCC. All 10 pertain to the Institutional Structure climate factor.

- The extent to which this institution is appropriately organized, 2.527 (#32)
- The extent to which administrative processes are clearly defined, 2.585 (#44)
- The extent to which I am able to appropriately influence the direction of this institution, 2.829 (#15)
- The extent to which I have the opportunity for advancement within this institution, 2.840 (#38)
- The extent to which information is shared within the institution, 2.856 (#10)
- The extent to which decisions are made at the appropriate level at this institution, 2.881 (#4)
- The extent to which I receive adequate information regarding important activities at this institution, 3.000 (#41)
- The extent to which this institution has been successful in positively motivating my performance, 3.024 (#22)
- The extent to which a spirit of cooperation exists at this institution, 3.035 (#25)
- The extent to which open and ethical communication is practiced at this institution, 3.081 (#16)

The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Institutional Structure Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Excel Data File with Codebook